

APPENDIX F:
SUMMARY OF RESOURCE FINDINGS

Groups Surveyed:

Participation Rate:

People with Disabilities and their families	20%
Vocational Rehabilitation Counselors and Staff	20%
Employment Networks and Employment Service Providers	40%
Other (includes advocates, technical assistance partners, and other stakeholder groups)	20%

Process:

Surveys were conducted through on-line surveys, web meetings, face to face discussion forums, and paper surveys.

Prompting Questions:

- What are the strengths and weaknesses of the Employment-related health supports in Indiana?
- What is the appropriate entry point for individuals with disabilities in the employment and training system?
- How are individuals getting connected and accessing employment and community-based services?
- Are individuals able to access work incentive assistance, Medicaid supports, and other community supports needed to make choices about employment, their benefits and financial situation?
- What is the level of knowledge of providers and advocates about federal and state benefits and work incentives, including financial support, and self-sufficiency?
- Are there groups or populations that are underserved?
- What are the training needs of Employment Networks and employment providers?
- What are training needs of other entities who support people with disabilities in their employment goals?
- What are other barriers for people with disabilities in obtaining, maintaining and advancing in employment?

Summary of Findings:

Employment related health supports in Indiana

Finding #1: 1619(b), MED Works and other federal work incentives are under-utilized in Indiana.

Areas for improvement that need further exploration in a strategic planning process:

- Need for expert training and on-going supports for state agency caseworkers, providers and community-based organizations on 1619 (b) and the MED Works program; and
- Need for on-going training and information sharing for state agency caseworkers, providers and community-based organizations on Social Security Work Incentives programs.

Finding # 2: Medicaid barriers still exist that prevent Social Security Beneficiaries from moving toward Self-sufficiency

Areas for improvement that need further exploration in a strategic planning process:

- Identify policy barriers such as the restrictions on Medicaid Assistance for the Disabled Category accessing Plan for Achieving Self Support

Employment & Training Services in Indiana

Finding #3: Providers of employment services lack access to information about how to improve self-sufficiency outcomes including capitalizing on the Ticket to Work and other means to support beneficiaries

Areas for improvement that need further exploration in a strategic planning process:

- Agencies that serve people with disabilities do not have adequate information about Ticket to Work, federal and state work incentive programs;
- People with disabilities continue to have a pervasive fear of losing healthcare, cash benefits and other supports;
- Financial literacy and asset building programs are needed for people with disabilities; and
- Youth transition services need better integration into the larger system of employment, work incentive supports and financial literacy as transition-aged youth are largely underserved in employment supports.

Finding #4: Funding and supports for follow along services that promote career development and self-sufficiency are difficult to access

Areas for improvement that need further exploration in a strategic planning process:

- Lack of clarity and availability of Supported Employment Follow Along (SEFA); and
- Employment and training providers lack concrete information about how existing work incentives could be used to fund follow along services

Quality Assurance for Employment Services and Supports

Finding #5: Providers, state caseworkers and others need access to expert training and technical support on the range of employment services and supports available to people with disabilities.

Areas for improvement that need further exploration in the strategic planning process:

- Indiana needs better access to higher paying jobs, and must be attentive to the needs of employers in the recruitment and retention of employees with disabilities;
- Indiana needs quality training and technical support for all participating in the employment & training system; and
- Indiana needs a system for monitoring the quality of training and services to ensure that providers and others in the employment & training system supporting consumers.

Data Collection to Evaluate Effectiveness of Indiana's Programs and Services

Finding #6: Indiana needs a comprehensive approach to collecting data and using that data to measure outcomes.

Areas for improvement that need further exploration in the strategic planning process:

- Data “map” of all of the different data collected by each player in the workforce delivery and employment-related supports systems;
- Tie existing data collection strategies to program outcomes; and
- Identify indicators that will assist Indiana to measure the effectiveness of programs and services.